



C U Y A M A C A
• C O L L E G E •

Annual Update Report

SIS - Athletics

Cuyamaca Monthly Coaches Meeting

Program Goal: Prior to Spring of 2023, monthly coaches meetings were not held on a consistent basis. In spring of 2023, the goal of scheduling and holding sustenance and informative coaches meetings were scheduled for the academic year. Each one-hour meeting consist of agenda that incorporates updates on district, college, regional and state changes affecting intercollegiate sports and or supporting exercise science course curriculum. Goals moving forward from the 2023 annual review included but were not limited to the following; Increased in-person attendance at meetings. (currently hybrid), and inclusive of student members of a new created "Cuyamaca Student Athlete Advisory Counsel'.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Prior to Spring of 2023, monthly coaches meetings were not held on a consistent basis. In spring of 2023, the goal of scheduling and holding sustenance and informative coaches meetings were scheduled for the academic year. Each one-hour meeting consist of agenda that incorporates updates on district, college, regional and state changes affecting intercollegiate sports and or supporting exercise science course curriculum. Goals moving forward from the 2023 annual review included but were not limited to the following; Increased in-person attendance at meetings. (currently hybrid), and inclusive of student members of a new created "Cuyamaca Student Athlete Advisory Counsel'. (X)
- **Increase Completion and Eliminate Equity Gaps:** Prior to Spring of 2023, monthly coaches meetings were not held on a consistent basis. In spring of 2023, the goal of scheduling and holding sustenance and informative coaches meetings were scheduled for the academic year. Each one-hour meeting consist of agenda that incorporates updates on district, college, regional and state changes affecting intercollegiate sports and or supporting exercise science course curriculum. Goals moving forward from the 2023 annual review included but were not limited to the following; Increased in-person attendance at meetings. (currently hybrid), and inclusive of student members of a new created "Cuyamaca Student Athlete Advisory Counsel'. (X)
- **Increase Equitable Access:** Prior to Spring of 2023, monthly coaches meetings were not held on a consistent basis. In spring of 2023, the goal of scheduling and holding sustenance and informative coaches meetings were scheduled for the academic year. Each one-hour meeting consist of agenda that incorporates updates on district, college, regional and state changes affecting intercollegiate sports and or supporting exercise science course curriculum. Goals moving forward from the 2023 annual review included but were not limited to the following; Increased in-person attendance at meetings. (currently hybrid), and inclusive of student members of a new created "Cuyamaca Student Athlete Advisory Counsel'. (X)
- **Increase Hiring and Retention of Diverse Employees:** Prior to Spring of 2023, monthly coaches meetings were not held on a consistent basis. In spring of 2023, the goal of scheduling and holding sustenance and informative coaches meetings were scheduled for the academic year. Each one-hour meeting consist of agenda that incorporates updates on district, college, regional and state changes affecting intercollegiate sports and or supporting exercise science course curriculum. Goals moving forward from the 2023 annual review included but were not limited to the following; Increased in-person attendance at meetings. (currently hybrid), and inclusive of student members of a new created "Cuyamaca Student Athlete Advisory Counsel'. (X)
- **Increase Persistence and Eliminate Equity Gaps:** Prior to Spring of 2023, monthly coaches meetings were not held on a consistent basis. In spring of 2023, the goal of scheduling and holding sustenance and informative coaches meetings were scheduled for the academic year. Each one-hour meeting consist of agenda that incorporates updates on district, college, regional and state changes affecting intercollegiate sports and or supporting exercise science course curriculum. Goals moving forward from the 2023 annual review included but were not limited to the following; Increased in-

person attendance at meetings. (currently hybrid), and inclusive of student members of a new created "Cuyamaca Student Athlete Advisory Counsel".
(X)

Summary of Progress or Results
<p>Summary Date: 12/13/2024 Summary of Progress or Results: Partially completed Reporting Period: 2024 - 2025 Status: In Progress - will carry forward into next year Action steps for this academic year.: 1. Continue to schedule meetings 2. Incorporate district mandatory Title IX trainings. 3. Secure funding for additional staff development projects.</p>
<p>Summary Date: 12/03/2024 Summary of Progress or Results: Cuyamaca Athletics has established and continues to hold monthly coaches meetings. Currently the ration of in-person to online attendance remains consistent due to the majority of Head Coaches being adjunct and have other jobs or duties during the meetings scheduled times.</p> <p>Secondly, having student-athlete representation at all coaches meetings. This goal was dependent upon the creation of the Cuyamaca Student Athlete Advisory Counsel. However, the planned creation of this advisory group and its officers has been postponed while the AKHE division continued to have personnel turnovers that would be assigned liaisons to the student group. The new advisory counsel formation date is late spring of 2025 with a full slate of members, officers and charter by fall of 2025.</p> <p>Reporting Period: 2023 - 2024 Status: In Progress - will carry forward into next year Action steps for this academic year.: 1.) Continue to schedule Cuyamaca Coaches meetings monthly. Provide continuity of days and times per month for meetings. Continue to stay consistent with format and meeting expectations. 2.) Create Cuyamaca Student Athlete Advisory Counsel. Invite coaches to nominate potential candidates Spring 2025 for first meeting April 2025. Begin working on Charter through summer with new members added in Fall 2025. 3.) Include executive members of the Cuyamaca Student Athlete Advisory Counsel to Fall 2025 monthly coaches meetings.</p>

100% Athletic Counselor

Program Goal: Cuyamaca College athletics student-athlete population has consistently grown annually by 10% from 2022-2024. However, athletics was successful in re-establishing two teams that serve our underrepresented female population. Women's soccer and women's basketball teams were added to the Cuyamaca athletics sport offerings. Each team saw a healthy roster for their initial years and it is expected to grow. With the addition of the two women's team, the total athlete population, over 2023-24 and 2024-25 years, is expected to increase by slightly over 20%. Cuyamaca's total athlete population reported for our annual EADA and Title IX reports for seasons 2023-24 were 134 total student-athletes. It is expected that the same report for 2024-25 will total 163+ (Track & Field also shows indications of a revamping stage and growth).

Currently, the Cuyamaca College Athletic counselor is a 50% assigned duty. However, this is far from accurate. The current staff position serves students in the AKHE building on Tuesday and Wednesday only with Thursday's online appointments and Friday located in Building G (General counseling). Schools of similar athletic offerings have athletic counselors that are 100% assigned time at the location to help the school's athletes. Additionally, there is no direct supervision or evaluation input of the athletic counselor by the Dean of Athletics, Kinesiology and Health Education.

In 2023 annual program review Standard Five - Education Planning and Matriculation, called for the Athletic Counselor position to be restructured to expand the role to 100% with evaluation oversight by the Dean of Athletics, Kinesiology and Health Education. Further to this point, housing the athletic counselor in the athletics' building (D-Building) would make the most logical sense to meet the athletes where 'they' are. Finally, provide funding to assist the Athletic Counselor to attend regional and statewide meetings, and membership to the 3C2A's Community College Counselors/Advisors academic Association For Athletics (3C4A) committee.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Cuyamaca College athletics student-athlete population has consistently grown annually by 10% from 2022-2024. However, athletics was successful in re-establishing two teams that serve our underrepresented female population. Women's soccer and women's basketball teams were added to the Cuyamaca athletics sport offerings. Each team saw a healthy roster for their initial years and it is expected to grow. With the addition of the two women's team, the total athlete population, over 2023-24 and 2024-25 years, is expected to increase by slightly over 20%. Cuyamaca's total athlete population reported for our annual EADA and Title IX reports for seasons 2023-24 were 134 total student-athletes. It is expected that the same report for 2024-25 will total 163+ (Track & Field also shows indications of a revamping stage and growth).

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- **Increase Completion and Eliminate Equity Gaps:** Cuyamaca College athletics student-athlete population has consistently grown annually by 10% from 2022-2024. However, athletics was successful in re-establishing two teams that serve our underrepresented female population. Women's soccer and women's basketball teams were added to the Cuyamaca athletics sport offerings. Each team saw a healthy roster for their initial years and it is expected to grow. With the addition of the two women's team, the total athlete population, over 2023-24 and 2024-25 years, is expected to increase by slightly over 20%. Cuyamaca's total athlete population reported for our annual EADA and Title IX reports for seasons 2023-24 were 134 total student-athletes. It is expected that the same report for 2024-25 will total 163+ (Track & Field also shows indications of a revamping stage and growth).

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- **Increase Equitable Access:** Cuyamaca College athletics student-athlete population has consistently grown annually by 10% from 2022-2024. However, athletics was successful in re-establishing two teams that serve our underrepresented female population. Women's soccer and women's basketball teams were added to the Cuyamaca athletics sport offerings. Each team saw a healthy roster for their initial years and it is expected to grow. With the addition of the two women's team, the total athlete population, over 2023-24 and 2024-25 years, is expected to increase by slightly over 20%. Cuyamaca's total athlete population reported for our annual EADA and Title IX reports for seasons 2023-24 were 134 total student-athletes. It is expected that the same report for 2024-25 will total 163+ (Track & Field also shows indications of a revamping stage and growth).

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Summary of Progress or Results

Summary Date: 12/16/2024

Summary of Progress or Results: The Athletic counselor holds office hours that are limited to the athletes needs and schedules.

Reporting Period: 2023 - 2024

Status: In Progress - will carry forward into next year

Full-Time Athletic Eligibility Specialist

Program Goal: Re-classification of Cuyamaca College's Athletic Eligibility Specialist from 50% to 100% to accommodate the current growth and complexity of Cuyamaca College Student-Athletic population and sport rosters. At the conclusion of Cuyamaca College athletics 2024-25 season, the student-athlete population will have grown 44.82% from fall of 2022 (not including potential increases in spring sports). In the current environment, the athletic eligibility specialist does not have ample time or opportunities, given the limited hours, to expand their services beyond the minimum requirements of the role (student-athlete eligibility) to evaluate and create reports for the Dean of Athletics with consistency such as student-athlete grade reports, study hall schedules and athlete success seminars for coaches and athletes. Increasing the Athletic Eligibility Specialist to 100%, would meet the current challenges and proactively place the department in a much better position to meet the expected growth of our sport programs currently, and future sports programs offered, and the increased rosters mandated by the Dean of Athletics to counter AB928's effect on Exercise Science, and finally, the growth in our student-athlete population attributed to the success of its sports programs.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Re-classification of Cuyamaca College's Athletic Eligibility Specialist from 50% to 100% to accommodate the current growth and complexity of Cuyamaca College Student-Athletic population and sport rosters. At the conclusion of Cuyamaca College athletics 2024-25 season, the student-athlete population will have grown 44.82% from fall of 2022 (not including potential increases in spring sports). In the current environment, the athletic eligibility specialist does not have ample time or opportunities, given the limited hours, to expand their services beyond the minimum requirements of the role (student-athlete eligibility) to evaluate and create reports for the Dean of Athletics with consistency such as student-athlete grade reports, study hall schedules and athlete success seminars for coaches and athletes. Increasing the Athletic Eligibility

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- Increase Completion and Eliminate Equity Gaps:** Re-classification of Cuyamaca College's Athletic Eligibility Specialist from 50% to 100% to accommodate the current growth and complexity of Cuyamaca College Student-Athletic population and sport rosters. At the conclusion of Cuyamaca College athletics 2024-25 season, the student-athlete population will have grown 44.82% from fall of 2022 (not including potential increases in spring sports). In the current environment, the athletic eligibility specialist does not have ample time or opportunities, given the limited hours, to expand their services beyond the minimum requirements of the role (student-athlete eligibility) to evaluate and create reports for the Dean of Athletics with consistency such as student-athlete grade reports, study hall schedules and athlete success seminars for coaches and athletes. Increasing the Athletic Eligibility Specialist to 100%, would meet the current challenges and proactively place the department in a much better position to meet the expected growth of our sport programs currently, and future sports programs offered, and the increased rosters mandated by the Dean of Athletics to counter AB928's effect on Exercise Science, and finally, the growth in our student-athlete population attributed to the success of its sports programs. (X)
- Increase Equitable Access:** Re-classification of Cuyamaca College's Athletic Eligibility Specialist from 50% to 100% to accommodate the current growth and complexity of Cuyamaca College Student-Athletic population and sport rosters. At the conclusion of Cuyamaca College athletics 2024-25 season, the student-athlete population will have grown 44.82% from fall of 2022 (not including potential increases in spring sports). In the current environment, the athletic eligibility specialist does not have ample time or opportunities, given the limited hours, to expand their services beyond the minimum requirements of the role (student-athlete eligibility) to evaluate and create reports for the Dean of Athletics with consistency such as student-athlete grade reports, study hall schedules and athlete success seminars for coaches and athletes. Increasing the Athletic Eligibility Specialist to 100%, would meet the current challenges and proactively place the department in a much better position to meet the expected growth of our sport programs currently, and future sports programs offered, and the increased rosters mandated by the Dean of Athletics to counter AB928's effect on Exercise Science, and finally, the growth in our student-athlete population attributed to the success of its sports programs. (X)
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<p>Summary of Progress or Results</p> <p>Summary Date: 12/09/2024</p> <p>Summary of Progress or Results: New goal</p> <p>Reporting Period: 2024 - 2025</p> <p>Status: In Progress - will carry forward into next year</p> <p>What resources, if any, are needed to achieve this goal? (Select all that apply): New classified position</p>
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Summary of Progress or Results

Action steps for this academic year.:

1. Create SHR for reclassification of Athletic Eligibility Specialist
2. Gain approval to hire at 100%
3. Work with Personnel Commision to create hire timeline.

Gender Equity

Program Goal: Cuyamaca College supports a total of eleven sports. Six sports, soccer, basketball, track & field, cross-country and volleyball are offered to women student-athletes. However, basketball and soccer have not been offered due to low interest and or needed coaching changes. It was due to the hiatus of these sports that have caused an imbalance in Cuyamaca's sports program offerings. Per Title IX regulations, the gender that is lowest in participation shall be termed "under represented". Per Title IX code, colleges must show an active plan to address this disparity in the under represented gender's sports offering opportunities and rosters.

The goals set forth in the 2023 program review were to; 1. Establishment of team rooms that can house multiple teams of various sizes and the general public. 2. Continue to hire under represented gender coaches and staff. 3. Develop intercollegiate athletic opportunities for the under represented gender group.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Increase Equitable Access:** Cuyamaca College supports a total of eleven sports. Six sports, soccer, basketball, track & field, cross-country and volleyball are offered to women student-athletes. However, basketball and soccer have not been offered due to low interest and or needed coaching changes. It was due to the hiatus of these sports that have caused an imbalance in Cuyamaca's sports program offerings. Per Title IX regulations, the gender that is lowest in participation shall be termed "under represented". Per Title IX code, colleges must show an active plan to address this disparity in the under represented gender's sports offering opportunities and rosters.

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(X)

- **Increase Hiring and Retention of Diverse Employees:** Cuyamaca College supports a total of eleven sports. Six sports, soccer, basketball, track & field, cross-country and volleyball are offered to women student-athletes. However, basketball and soccer have not been offered due to low interest and or needed coaching changes. It was due to the hiatus of these sports that have caused an imbalance in Cuyamaca's sports program offerings. Per Title IX regulations, the gender that is lowest in participation shall be termed "under represented". Per Title IX code, colleges must show an active plan to address this disparity in the under represented gender's sports offering opportunities and rosters.

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general public. 2. Continue to hire under represented gender coaches and staff. 3. Develop intercollegiate athletic opportunities for the under represented gender group.

(X)

- **Increase Persistence and Eliminate Equity Gaps:** Cuyamaca College supports a total of eleven sports. Six sports, soccer, basketball, track & field, cross-country and volleyball are offered to women student-athletes. However, basketball and soccer have not been offered due to low interest and or needed coaching changes. It was due to the hiatus of these sports that have caused an imbalance in Cuyamaca's sports program offerings. Per Title IX regulations, the gender that is lowest in participation shall be termed "under represented". Per Title IX code, colleges must show an active plan to address this disparity in the under represented gender's sports offering opportunities and rosters.

The goals set forth in the 2023 program review were to; 1. Establishment of team rooms that can house multiple teams of various sizes and the general public. 2. Continue to hire under represented gender coaches and staff. 3. Develop intercollegiate athletic opportunities for the under represented gender group.

(X)

<p>Summary of Progress or Results</p> <p>Summary Date: 12/13/2024</p> <p>Summary of Progress or Results: New goal</p> <p>Reporting Period: 2024 - 2025</p> <p>Status: Not Started</p>
<p>Summary Date: 12/10/2024</p> <p>Summary of Progress or Results: As of this reporting period, Cuyamaca Athletics has addressed two of the three goals. Today, we have successfully reestablished both the women's soccer and basketball teams. We have also named under represented genders to lead both teams as Head Coaches. The addition of both sports currently will boost are Title IX reporting for the under represented gender by thirty individuals. Finally, in our 2024-25 Title IX reporting, the addition of the two teams and increased participation numbers of the under represented gender will satisfy our federal obligation as showing improvement and opportunities.</p> <p>Reporting Period: 2023 - 2024</p> <p>Status: In Progress - will carry forward into next year</p> <p>What resources, if any, are needed to achieve this goal? (Select all that apply): Facilities renovation</p> <p>Action steps for this academic year.:</p> <ol style="list-style-type: none"> 1. Continue to grow under represented gender rosters for intercollegiate women's sport offerings. 2. Provide training and growth opportunities for all coaches especially under represented gender coaches. 3. Work with facilities and master planning team to look at building renovations and potential expansions to existing structures.

100% Athletic Trainer #2

Program Goal: Seek approval for budget augmentation to increase our second athletic trainer position to full-time (40 hours per week from 27.4).

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Increase Equitable Access:** Seek approval for budget augmentation to increase our second athletic trainer position to full-time (40 hours per week from 27.4). (X)
- **Increase Hiring and Retention of Diverse Employees:** Seek approval for budget augmentation to increase our second athletic trainer position to full-time (40 hours per week from 27.4). (X)

Summary of Progress or Results

Summary Date: 12/12/2024

Summary of Progress or Results: The Cuyamaca College Athletic student-athlete population has grown consistently at 4.5% over the last two academic cycles. However with the addition of two women's team (basketball and soccer), athletics will have increased by 44.5% over the previous year's reporting population. The National Athletic Trainers Association (NATA) in conjunction with the 3CATA oversee the wellbeing of student-athletes and medical needs for California Community Colleges. Within these two organizations they post recommendation and formulas that assist administration to review the athlete/medical ratio expectations to ensure proper care and treatment of each college's athletic population and needs.

in utilizing the suggested formulas that were created, and published in The Sport Journal (March 16th 2015), the recommendation of Athletic Trainers to student-athletes is 87-1. Currently, we shall be reporting 168 student-athletes at the close of the 2024-25 competitive season. We are expected to continue our growth trend and begin the 2025-26 season with an additional 4-9% growth in team sizes. This growth will be reflective of; the success of our new women's programs, the exciting new staff changes, and the success of our Men's soccer program winning the first California State Title in 2024. The results of this growth would justify expanding the College Certified Athletic Trainers to two full-time individuals.

Reporting Period: 2024 - 2025

Status: In Progress - will carry forward into next year

What resources, if any, are needed to achieve this goal? (Select all that apply): New classified position

Action steps for this academic year.:

1. Seek approval for budget augmentation for certified athletic trainer #2
2. Consult with leadership and personnel commission as to the process.
3. Create and or implement plan

Gymnasium (D-100) HVAC

Program Goal: Install HVAC (air conditioning) in gymnasium. Absence of proper heating and cooling equipment in the Cuyamaca College creates unsafe environments for gen-pop students, student-athletes, staff and spectators. We have resorted to drastic measures to create ventilation during extreme weather events however, these efforts have been futile at best. We have experienced individuals with heat exhaustion and have also witnessed medical emergencies contributed to the excessive heat in the gym. Installing a climate controlled unit in the gym would eliminate potential liability exposure for the College.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Install HVAC (air conditioning) in gymnasium. Absence of proper heating and cooling equipment in the Cuyamaca College creates unsafe environments for gen-pop students, student-athletes, staff and spectators. We have resorted to drastic measures to create ventilation during extreme weather events however, these efforts have been futile at best. We have experienced individuals with heat exhaustion and have also witnessed medical emergencies contributed to the excessive heat in the gym. Installing a climate controlled unit in the gym would eliminate potential liability exposure for the College. (X)
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Summary of Progress or Results
<p>Summary Date: 12/12/2024</p> <p>Summary of Progress or Results: The President's office in conjunction with the VPAS and Facility department have notified athletics that a multi-year savings account implementation plan shall be created for purchase of an HVAC climate control system in D-100 (12/6/24).</p> <p>Reporting Period: 2024 - 2025</p> <p>Status: In Progress - will carry forward into next year</p> <p>What resources, if any, are needed to achieve this goal? (Select all that apply): Facilities renovation</p> <p>Action steps for this academic year.:</p> <ol style="list-style-type: none"> 1. Establishment of multi-year saving account 2. Facilities to develop scope of work. 3. Facilities to seek competitive bids 4. Allow account maturity 5. Approvals, purchase, schedule, commence work.

Director of Soccer

Program Goal: Creation of a Director of Soccer to oversee the recruitment, training, administration of Men's and Women's Cuyamaca College Intercollegiate Soccer programs.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Creation of a Director of Soccer to oversee the recruitment, training, administration of Men's and Women's

Cuyamaca College Intercollegiate Soccer programs. (X)

- **Increase Completion and Eliminate Equity Gaps:** Creation of a Director of Soccer to oversee the recruitment, training, administration of Men's and Women's Cuyamaca College Intercollegiate Soccer programs. (X)
- **Increase Equitable Access:** Creation of a Director of Soccer to oversee the recruitment, training, administration of Men's and Women's Cuyamaca College Intercollegiate Soccer programs. (X)
- **Increase Hiring and Retention of Diverse Employees:** Creation of a Director of Soccer to oversee the recruitment, training, administration of Men's and Women's Cuyamaca College Intercollegiate Soccer programs. (X)
- **Increase Persistence and Eliminate Equity Gaps:** Creation of a Director of Soccer to oversee the recruitment, training, administration of Men's and Women's Cuyamaca College Intercollegiate Soccer programs. (X)

Summary of Progress or Results

Summary Date: 12/13/2024

Summary of Progress or Results: Statewide, the issue of coaching burnout, poor performance, retirement have challenged the community college established system. Coaches desire to become full-time faculty to gain tenure and job security. However, performance as a coach once the individual reaches tenure status traditionally declines with many coaches. In most smaller programs, the Dean does not have the bandwidth of classes to remove a under-performing coach that has tenure and hire an adjunct that can reinvigorate a struggling program. Schools across the state have now turned to the "Director or Professional Expert" model in which they hire individuals that are purely responsible to recruit (increase FTES), manage, administrate and coach.

Several schools including Grossmont College and Southwestern College have gone to one or more sports with the Director model. Cuyamaca College's Men's and Women's soccer programs have become well known and have created a tradition of excellence. However, the limited course offerings of the Exercise Science wing of AKHE does not support another full-time instructor at this time. AB928 has become a driving factor in increasing team rosters and increased FTES to maintain a healthy area E. Moving to a Soccer Director model would benefit the college in multiple ways. The existing recruiting pipeline for men would incorporate the women's team. traditionally, the Men's summer tryouts (conditioning classes) average 50 students. Our newly formed women's team, with the focused recruitment, could experience the same level of interest and increased FTES.

Professional Experts/Directors compensation and benefits can be negotiated per projected FTES. Most college districts with Professional Experts negotiate with the faculty unions as to benefits. However at the time of this submittal, several colleges do include the professional experts in their faculty negotiations and agreements.

Reporting Period: 2024 - 2025

Status: In Progress - will carry forward into next year

What resources, if any, are needed to achieve this goal? (Select all that apply): New classified position

Action steps for this academic year.:

1. Research the viability of the Professional Expert/Director of Soccer
2. Budget for position
3. Create job discription
4. Approval to recruit
5. Hire and on-board for FA25

Fan Support

Program Goal: Fan Support is an ongoing project that includes updating storage, seating and restroom facilities at the track/soccer stadium. Currently there continues to be meetings with Fan Support as an agenda item but no action has been taken. Recently a parking lot usage study was conducted to identify if the lost of the front row of parking on the upper lot would create hardship for faculty and staff that utilize the lot. Additionally, the storage shed quote has been gained and design and scope has been approved. However as of this date, the shed has not been purchased nor scheduled for installation. Finally, the restroom continues to be housed in the chiller's gated area and has not been scheduled for its move to its final location. Regarding the spectator seating, no movement on the size and scope of these have been established nor will be until the shed and restroom has been completed and or cost out to determine the balance of funds available to purchase bleachers that fit within the remaining balance of funds.

This project pre-dates me and has been a great source of frustration for the author. There is documentation that this project is over five years old and has languish without movement. The current shed is in a state of disrepair, the track/soccer field continues to be served by one porta-potty that is only cleaned once a week and spectators are expected set up their own chairs/seating to support Cuyamaca College athletics. The current situation is totally unacceptable for the caliper of athletic excellence that the college is growing to be known for.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Increase Equitable Access:** Fan Support is an ongoing project that includes updating storage, seating and restroom facilities at the track/soccer stadium. Currently there continues to be meetings with Fan Support as an agenda item but no action has been taken. Recently a parking lot usage study was conducted to identify if the lost of the front row of parking on the upper lot would create hardship for faculty and staff that utilize the lot. Additionally, the storage shed quote has been gained and design and scope has been approved. However as of this date, the shed has not been purchased nor scheduled for installation. Finally, the restroom continues to be housed in the chiller's gated area and has not been scheduled for its move to its final location. Regarding the spectator seating, no movement on the size and scope of these have been established nor will be until the shed and restroom has been completed and or cost out to determine the balance of funds available to purchase bleachers that fit within the remaining balance of funds.

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Summary of Progress or Results

Summary Date: 12/13/2024

Summary of Progress or Results

Summary of Progress or Results: No significant movement has been made for the 'Fan Support" project as of this reporting period. There have been several meetings with this as an agenda item. A parking space study has been completed to determine the average usage per day of the upper parking lot at the track/soccer stadium. The purpose of this study was to determine if locating spectator bleachers in the first row of the upper parking lot would create a hardship for faculty and staff that utilize this lot.

There has been no movement on placing the restroom facility that has been secured for this project, in its final position. The facility remains parked inside the chiller's gated area.

The storage shed has been sourced and a quote has been obtained for construction, delivery and installation. However, no further movement on this has occurred or schedule has been created to begin the procurement process.

Reporting Period: 2023 - 2024

Status: In Progress - will carry forward into next year

What resources, if any, are needed to achieve this goal? (Select all that apply): Facilities renovation

Action steps for this academic year.:

1. Purchase shed, schedule installation
2. Relocate and afix restroom to permanent location
3. Purchase, stands, schedule installation.

Summary Date: 12/13/2024

Summary of Progress or Results: The Fan Support project continues to be held in waiting status.

Reporting Period: 2024 - 2025

Status: Not Started

Facilities Event Manager

Program Goal: Create a Facilities Event Manager that can serve as administrator for facility rentals. Currently, the Dean of Athletics is tasked to serve as administrator for all home contest, facility rental and events which occur in D-building area. With multiple events occurring simultaneously or multiple events per week, it is unrealistic to expect the Dean of Athletics to be at all events, rental and games without putting the school at risk for liability concerns. Colleges in other districts have addressed this issue by creating an Event Manager position that is funded by the rentals or in other cases, given a stipend to cover their compensation. The Event Manager would be an employee of the district and have all the proper training and knowledge to adequately handle any situation that may occur while on duty.

Additionally, many colleges compensate the individuals solely via a fee built into the rental agreement. These positions are often offered to assistant coaches to supplement their coaching stipends which often times are barely about minimum wage when calculating the total number of contact hours with student-athletes. The historical nature of colleges (including gcccd) has been the coach facilitate or be present to oversee the rental group and assist in opening the facility, providing equipment and serving as a contact person during the day, these individuals were not paid and were present for the entire day without compensation for their time, efforts and expertise. Coaches should be paid and head coaches should be recruiting and not having to serve as chaperones for outside groups. An Event Manager with professional knowledge of the facility, emergency procedures, and access to areas is the logical answer to continuing raising much needed revenue from facility rentals without taking advantage of coaches, Dean and assistant coaches time.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Increase Equitable Access:** Create a Facilities Event Manager that can serve as administrator for facility rentals. Currently, the Dean of Athletics is tasked to serve as administrator for all home contest, facility rental and events which occur in D-building area. With multiple events occurring simultaneously or multiple events per week, it is unrealistic to expect the Dean of Athletics to be at all events, rental and games without putting the school at risk for liability concerns. Colleges in other districts have addressed this issue by creating an Event Manager position that is funded by the rentals or in other cases, given a stipend to cover their compensation. The Event Manager would be an employee of the district and have all the proper training and knowledge to adequately handle any situation that may occur while on duty.

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- **Increase Hiring and Retention of Diverse Employees:** Create a Facilities Event Manager that can serve as administrator for facility rentals. Currently, the Dean of Athletics is tasked to serve as administrator for all home contest, facility rental and events which occur in D-building area. With multiple events occurring simultaneously or multiple events per week, it is unrealistic to expect the Dean of Athletics to be at all events, rental and games without putting the school at risk for liability concerns. Colleges in other districts have addressed this issue by creating an Event Manager position that is funded by the rentals or in other cases, given a stipend to cover their compensation. The Event Manager would be an employee of the district

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Summary of Progress or Results

Summary Date: 12/13/2024

Summary of Progress or Results: The creation of the Facilities Event Manager is of much importance in order to continue fundraising for athletic and the college. Event Managers shall be college/district employees with training to serve as administrator on duty roles when a Dean is not able to serve or multiple events occur simultaneously on campus. Compensation for Event Managers shall be built into the rental facility contracts and paid by the facility rental requester.

Reporting Period: 2024 - 2025

Status: In Progress - will carry forward into next year

What resources, if any, are needed to achieve this goal? (Select all that apply): New classified position

Action steps for this academic year.:

1. Create job description
2. Post position
3. Training for position and certification where needed.

Strength and Conditioning Coach

Program Goal: Cuyamaca College Intercollegiate athletics needs a dedicated strength and conditioning coach that would be tasked in writing and administering strength programs for all intercollegiate sports teams.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Cuyamaca College Intercollegiate athletics needs a dedicated strength and conditioning coach that would be tasked in writing and administering strength programs for all intercollegiate sports teams. (X)
- **Increase Completion and Eliminate Equity Gaps:** Cuyamaca College Intercollegiate athletics needs a dedicated strength and conditioning coach that would be tasked in writing and administering strength programs for all intercollegiate sports teams. (X)
- **Increase Equitable Access:** Cuyamaca College Intercollegiate athletics needs a dedicated strength and conditioning coach that would be tasked in writing and administering strength programs for all intercollegiate sports teams. (X)

- **Increase Hiring and Retention of Diverse Employees:** Cuyamaca College Intercollegiate athletics needs a dedicated strength and conditioning coach that would be tasked in writing and administering strength programs for all intercollegiate sports teams. (X)
- **Increase Persistence and Eliminate Equity Gaps:** Cuyamaca College Intercollegiate athletics needs a dedicated strength and conditioning coach that would be tasked in writing and administering strength programs for all intercollegiate sports teams. (X)

Summary of Progress or Results
<p>Summary Date: 12/13/2024</p> <p>Summary of Progress or Results: The vision of the Cuyamaca College Athletic department - Athlete Centered, Coach Driven, Science and Administrative Supported is the cornerstone philosophy of creating a 'High Performance" model for intercollegiate sports. Athletic tutoring, counseling, sports psychology, sports medicine are key areas of focus in the High Performance model. However, the key component not listed is Strength and Conditioning. Many of the best NCAA, professional and Olympic programs put a premium on having a strength and conditioning expert on staff.</p> <p>The strength coach would be responsible to work across and with each sports team and head coach in designing and overseeing the strength and conditioning of the respective teams. Having the strength and conditioning coach would tailor each individual with their personal strength training plan and would be tasked with capturing and tracking progression data.</p> <p>Compensation for a strength and conditioning coach would be achieved by offering a stipend per season, spring, summer and fall.</p> <p>Reporting Period: 2024 - 2025</p> <p>Status: Not Started</p> <p>What resources, if any, are needed to achieve this goal? (Select all that apply): New classified position</p> <p>Action steps for this academic year.:</p> <ol style="list-style-type: none"> 1. Create job discription 2. Funding (NANCE) 3. Recruit

Reorganization of D-400 (temporary weight room) and D-203 Fitness Center

Program Goal: The current temporary weight room and fitness centers are outdated and present liability issues for individuals taking courses associated with those classes and our intercollegiate teams. Historically, D-100 weight was never intended to be a permanent weight room. There are serious ADA and liability concerns. The building may not have been originally designed to be used for this purpose and amount of equipment and weight. The goal is to create a more useful room that can be used additionally as a team room (temporarily) until a permanent building is constructed.

The Fitness room (D-203) also needs updating and expansion. Currently, the room does not fit a functionality for aerobic instruction or strength and conditioning. Exercise Science instructors and staff and looked at the facilities and have all agreed that the layout and design of both locations need to be re-designed and a functional layout that aids to each courses SLO's. Additionally, the needs of the intercollegiate teams must be considered. Currently, the weight room in D-400 is far to cramped for a team and the ability to lift heavy weights is not practical as the building's substructure could be compromised.

Purchasing additional squat platforms and corresponding weights would also be needed to achieve the desired goals and outcomes of the areas.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** The current temporary weight room and fitness centers are outdated and present liability issues for individuals taking courses associated with those classes and our intercollegiate teams. Historically, D-100 weight was never intended to be a permanent weight room. There are serious ADA and liability concerns. The building may not have been originally designed to be used for this purpose and amount of equipment and weight. The goal is to create a more useful room that can be used additionally as a team room (temporarily) until a permanent building is constructed.

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could be compromised.

Purchasing additional squat platforms and corresponding weights would also be needed to achieve the desired goals and outcomes of the areas. (X)

- **Increase Equitable Access:** The current temporary weight room and fitness centers are outdated and present liability issues for individuals taking courses associated with those classes and our intercollegiate teams. Historically, D-100 weight was never intended to be a permanent weight room. There are serious ADA and liability concerns. The building may not have been originally designed to be used for this purpose and amount of equipment and weight. The goal is to create a more useful room that can be used additionally as a team room (temporarily) until a permanent building is constructed.

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- **Increase Persistence and Eliminate Equity Gaps:** The current temporary weight room and fitness centers are outdated and present liability issues for individuals taking courses associated with those classes and our intercollegiate teams. Historically, D-100 weight was never intended to be a permanent weight room. There are serious ADA and liability concerns. The building may not have been originally designed to be used for this purpose and amount of equipment and weight. The goal is to create a more useful room that can be used additionally as a team room (temporarily) until a permanent building is constructed.

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Purchasing additional squat platforms and corresponding weights would also be needed to achieve the desired goals and outcomes of the areas. (X)

Summary of Progress or Results
Summary Date: 12/13/2024
Summary of Progress or Results: New Goal
Reporting Period: 2024 - 2025
Status: Not Started
What resources, if any, are needed to achieve this goal? (Select all that apply): Facilities renovation, Supplies, equipment, and/or furniture
Action steps for this academic year.:
1. Schedule
2. Purchase additional equipment

Summary of Progress or Results

3. Relinquish outdate equipment to facilities for sale or relocation
4. Design layout and complete

Beach Volleyball Court

Program Goal: Creation and construction of a new beach volleyball arena to ready Cuyamaca Athletics for under-represented gender expansion team. Cuyamaca Athletics hired its most recent full-time faculty/coach in July of 2023. The President's and Dean of Athletics vision was to hire a volleyball coach that could also be a viable candidate to lead Women's Beach Volleyball. The addition of a beach team would be the most logical addition to the athletic offerings profile as many of the indoor volleyball athletes would compete and or train with the beach athlete, creating additional avenue to increase retention of the volleyball student-athlete population.

Currently, the middle field is the most likely candidate for the construction of the beach volleyball arena. However, there are additional areas of interest such as the lower parking lot field area.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Creation and construction of a new beach volleyball arena to ready Cuyamaca Athletics for under-represented gender expansion team. Cuyamaca Athletics hired its most recent full-time faculty/coach in July of 2023. The President's and Dean of Athletics vision was to hire a volleyball coach that could also be a viable candidate to lead Women's Beach Volleyball. The addition of a beach team would be the most logical addition to the athletic offerings profile as many of the indoor volleyball athletes would compete and or train with the beach athlete, creating additional avenue to increase retention of the volleyball student-athlete population.

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- **Increase Completion and Eliminate Equity Gaps:** Creation and construction of a new beach volleyball arena to ready Cuyamaca Athletics for under-represented gender expansion team. Cuyamaca Athletics hired its most recent full-time faculty/coach in July of 2023. The President's and Dean of Athletics vision was to hire a volleyball coach that could also be a viable candidate to lead Women's Beach Volleyball. The addition of a beach team would be the most logical addition to the athletic offerings profile as many of the indoor volleyball athletes would compete and or train with the beach athlete, creating additional avenue to increase retention of the volleyball student-athlete population.

Currently, the middle field is the most likely candidate for the construction of the beach volleyball arena. However, there are additional areas of interest such as the lower parking lot field area. (X)

- **Increase Equitable Access:** Creation and construction of a new beach volleyball arena to ready Cuyamaca Athletics for under-represented gender expansion team. Cuyamaca Athletics hired its most recent full-time faculty/coach in July of 2023. The President's and Dean of Athletics vision was to hire a volleyball coach that could also be a viable candidate to lead Women's Beach Volleyball. The addition of a beach team would be the most

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Currently, the middle field is the most likely candidate for the construction of the beach volleyball arena. However, there are additional areas of interest such as the lower parking lot field area. (X)

Summary of Progress or Results
Summary Date: 12/13/2024
Summary of Progress or Results: New Goal
Reporting Period: 2024 - 2025
Status: Not Started
Action steps for this academic year.:
1. Secure funding
2. Approval of sport expansion

Van Pool

Program Goal: Grossmont-Cuyamaca College District remains one of the only college districts without a van pool. The greatest expense Athletics incurs on a monthly basis is transportation. Currently both schools rent twelve passenger vans to transport several teams to competition and training sites. Often times, multiple teams have away contest which creates a need to rent additional vans beyond the vans we currently have. The total amount per month used to support team transportation services could easily support the purchase of the college and district's own van pool.

By purchasing vans, the college would also build equity in the equipment and create leverage when time to upgrade or trade for new vans.

Goal Status: Active

Mapping

2022 - 2028 Strategic Plan: (X)

- **Eliminate Equity Gaps in Course Success:** Grossmont-Cuyamaca College District remains one of the only college districts without a van pool. The greatest expense Athletics incurs on a monthly basis is transportation. Currently both schools rent twelve passenger vans to transport several teams to competition and training sites. Often times, multiple teams have away contest which creates a need to rent additional vans beyond the vans we

currently have. The total amount per month used to support team transportation services could easily support the purchase of the college and district's own van pool.

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By purchasing vans, the college would also build equity in the equipment and create leverage when time to upgrade or trade for new vans. (X)

Summary of Progress or Results
<p>Summary Date: 12/13/2024</p> <p>Summary of Progress or Results: New Goal</p> <p>Reporting Period: 2024 - 2025</p> <p>Status: Not Started</p> <p>Action steps for this academic year.:</p> <ol style="list-style-type: none"> 1. Fund 2. Purchase

Service Area Overview and Update

Lead Author

Anthony Campbell

Dean/Manager(s)

Anthony Campbell

Please summarize the significant changes and achievements that have occurred in your service area since the last program review.

Cuyamaca College Athletics have established routine protocols and standards of practice that are inline with expectations of the 3C2A (California Community College Athletic Association), Grossmont-Cuyamaca district, Cuyamaca College and its leadership. We have worked diligently to train and create a culture of athletic excellence that adhere to all rules, regulations and bylaws set forth by the 3C2A, Pacific Coast Athletic Conference (PCAC), and each sport's playing and eligibility rules.

Cuyamaca's athletic department have created and implemented an eligibility process that provides clear and measurable expectations and outcomes for student-athletes. We have reinstated monthly coaches meetings at a consistent time and day which provides coaching staff to schedule their course, jobs and training around the set schedule in order to attend.

We have experienced success with our program goals as it pertains to the compensation package for our Athletic Facility Technician position. This position was reclassified from a 21 to a 23 which we saw a direct result in the candidate pool size and its quality of applicants.

Cuyamaca athletics recognized the disparity in our sport offerings to each gender and were successful in bringing back both women's soccer and basketball from hiatus. The addition of the two women's sports shall satisfy our Title IX requirements of showing advancement of the under represented gender additional intercollegiate sport opportunities.

Student Learning Outcome/Service Area Outcome Assessment and Student Success

Student Access, Learning, and Achievement

Student Services areas collect data in many different ways. This may include the number of students, employees, or community members served, survey results, or other reports prepared by the department and external organizations. Which data was used for your service area?

For this reporting period SP24, SU24, FA24, Cuyamaca Athletics served 339 student-athletes (duplicated) in courses tied directly to preparation and participation of intercollegiate sport competition. Additionally, Athletics serves nine (9) Head Coaches, fourteen (14) Assistant Coaches, and six (6) Volunteer Coaches. The administrative team consist of nine (9) key individuals with one additional member positioned within our department that is assigned per Counseling/Athletics MOU.

All intercollegiate teams are members of the California Community College Athletic Association (3C2A) and abide by all rules, regulations, bylaws and articles set forth by the governing body. Essential dues, scheduled contest, both home and away, are mandated by the 3C2A and the Pacific Coast Athletic Conference.

Additionally, Cuyamaca College Athletics host a number of camps, clinics, seminars annually that are internal and externally supported, that serve as fundraisers to offset budget shortages. Revenue generated is utilized by teams to purchase additional team gear.

Please discuss any equity gaps in access or success the data revealed.

Cuyamaca continues to have experience equity gaps in intercollegiate participation for women. Comparing enrollment data to athletic participation, women's enrollment trails men. Per EADA and Title IX requirements, Cuyamaca continues to address this disparity for the underrepresented gender (women). We (Athletic leadership) have brought back from hiatus two women's sports teams, women's soccer and women's basketball, to address this issue. Further to this point, we have tasked all our coaches for both genders to implore new and proven methods of recruitment to increase team rosters.

Currently, for spring, summer and fall of 2024 our intercollegiate student-athlete count for those that participated and utilized a season of sport was 118. This is up 15% over the last reporting period. Cuyamaca Athletics also

Annual Update

reflects a very balanced and representative demographic population. Our demographic sizes per group; hispanic (51%), Caucasian (32.6%), African-American/Black (11.4%), Other or mixed race (5%).

We expect the next reporting period to reflect significant improvements in our numbers for the underrepresented gender populations as our two women's teams shall be reflected in the future accounting period.

What action will the department or discipline take to address these equity gaps? If equity gaps have been reduced or eliminated, please share what the program did to achieve this. If equity gaps still exist, consider the specific steps your department will take to address equity gaps.

Cuyamaca Athletic have successfully brought back from hiatus two women's teams. Both Women's Intercollegiate Soccer and Basketball directly addresses the equity gaps for the underrepresented gender population. Per 3C2A and Title IX requirements, college institutions must show progress in elevating gender gaps in sports offerings, opportunities and coaching representation. With the addition of our newest women's programs, we have also hired two female coaches to lead our programs. Both hires have been significant in their impact on the underrepresented populations and to the department. Both Head Coaches and a number of assistants, have additionally become part of the governance at the college and represent the department (AKHE).

However, if significant gender gaps persist, it will be advisable to move forward with plans to add an additional underrepresented gender group intercollegiate sport. Currently, our plan is to explore adding Women's Beach Volleyball in the near future providing the economic climate at the college can support the addition of the sport and cost to run the program.

What has this data revealed about the progress of the program review goals you set?

The data has revealed that we have made great progress in eliminating our gender gaps. As a college, we must continue to work towards expanding our intercollegiate sport offerings to further eliminate these gaps for the underrepresented gender. Furthermore, all teams shall need to increase their rosters as AB928 can potentially have devastating effects on athletics in general which can lead to hard choices in the future concerning retention of courses offered, staffing and sport programs.

Service Area Assessment

Did your program complete and submit SLO/SAO assessment in the last year?

No

If you responded no above, please describe the department's plan to update SLOs/SAOs.

All SLO's and SAO shall be reviewed and updated in the upcoming future. The ES Department Chair has been tasked to address these and set a workable schedule to have all courses brought current by Summer of 2025.

If you did not assess in the last year, please share why, including whether your program is experiencing barriers to assessment or data submission, and/or if your program would benefit from outcomes and assessment support.

In the previous program review, there were seven courses that were not current and needed to be updated. Additional staff turnovers, failure to comply, lack of follow through has resulted our current list of courses that need immediate attention.

Please share any outcomes assessment projects your service area has completed in the last year and how the service area used the results for improvement.

Exercise Science Chair has schedule work meetings in spring to address needed updating and review of student outcomes. This shall be part of the scheduled ES meeting agenda. Completion date: early spring 2025.

Program Goals

Program Goals Status

I have updated the progress on my previous goals.

Program Goals Mapping

Mapping for all active Program Goals complete.

Submission

Program Review response is complete and ready for review.

Yes - Response is complete and ready for review

